

TALLOOYINKA IYO QALABYADA QOYSASKA: Wax kaqabadka Takoorida Dugsiyada

Takoorida waa ula dhaqanka cadaala darada ama sinnaan la'aanta ama dhibaateynta qofka sababtoo ah waxay ka qeyb yihiin koox, loo yaqaan sida heerka illaalsan. **Heerka illaalsan** ee ka kooban dadka wadaago sifooyinka caadiga ah oo way ka illaalsanyihiin takoorida iyo dhibaateynta waafaqsan sida waafaqsan sharciga.¹

Dhibaateynta takoorida waa:

Sida ku saleysan heerka illaalsan +

Si dhab ah ugu fillan aasaasida jawi cadownimo ah

Dhibaateynta takoorida uma baahno inay toos ku ahaato qof gaar ah oo waa lagu dari karaa:

- Hanjabaada
- Magac ugu yeerid
- Kaftan fadeexada
- Weerarka jirka
- Dabeecada kale ee jir ahaan halis gelisaa, waxyeleysaa, ama daacadnimada²

Heerar Illaalsan sida waafaqsan Sharciga Gobolka Washington waa:

- Jinsiyada iyo Midibka
- Asalka Dhalashada
- Diin iyo Caqiido
- Jinsi
- Aqoonsiga Jinsiga
- Muujinta Jinsiga
- Dooqa Galmada
- Heerka Halyeyga ama Milatariga
- Curyaannimada
- Isticmaalka Adeega Xayawaanka

Jawi cadownimo ah wuxuu jiraa markii dhibaateynta takoorida ay darantahay, qalafsantahay, ama si joogta ah ugu fillan soo dhaxgalida kartida ardayga ee looga qeybgalayo ama looga faa'idayo adeegyada, howlaha, ama fursadaha in dugsiga ama degmada ay siisay. Ardayda la kulmeyso jawi cadownimo ah waxay u muuqan karaan kuwa murugeysan ama xanaaqsan, aad jir ahaan uga xanuunsan sida caadiga ah, helaa heerar sareeyo, ama ka fogaado dugsiga.

Markii dugsiga degmada masuul ka yahay?

Degmada waa inay qaato tallaabooyinka lagu wax qabto dhibaateynta markii **ay ogtahay ama si macquul ah ay u ogtahay inay dhaceeyso**. Haddii ay ku dhaceeyso fasalka, ee wadooyinka hoolka, ee nashada ama baska oo ay ka marqaati kacaan shaqaalaha dugsiga, shaqaalahaas waa inay ku soo wargeliyaan maamulaha si markaas dugsiga si wax ku ool ah uga jawaabo.

Degmada waa inay sidoo kale badelaan kuwa walba oo xeerarkooda ee yeelan kara saameynta aan loogu talloogalin ee takoorida ka soo horjeedo ama kooxda ardayda ku saleysan heerkooda illaalsan.

Sidee ayaan ku ogaadaa haddii ay tahay takoorid ama wax kale?

¹ Equity and Civil Rights Office, Office of Superintendent of Public Instruction. *Discrimination, Discriminatory Harassment, and Sexual Harassment: Dispute Resolution*. Retrieved from: <https://www.k12.wa.us/policy-funding/equity-and-civil-rights/discriminatory-harassment>

² Kor eeg.

Waxaad u arki kartaa mid adag ogaanshaha haddii dhibaataada canugaaga la kulmayo ay tahay sababtoo ah takoorida ama wax kale. Haddii canugaaga ku dhaco mid ka kid ah heerarka illaalsan, uu la kulmay jawi cadowtinim ah, iyo dugsiga uusan wax kaqabanin arinta, tixgeli su'aalahaan:

- Maxaan ugu maleeyay in dhibaataadaan ay dhaceeyso?
- Muxuu canugeyga ugu maleeyay in dhibaataadaan ay dhaceeyso?
- Muxuu macalinka canugeyga ugu maleeyay in dhibaataadaan ay dhaceeyso?
- Miyay dhibaataada ku dhacday qof kale? Sababtee?

Haddii canugaaga uu la kulmayo takoorid, la wadaag midaas degmada si markaas shaqaalaha ay u baari karaan oo uga jawaabi karaan si ku haboon.

Waxyaabaha Laga Fakaro Kulanka Ka hor ee Dugsiga ama Degmadat

- Hoos ku qor wax walba ee adiga ama canugaaga aad ka xasuusan kartaan dhacdada (dhacdooyinka, sida taariiqda (taariqaha), saacada (saacadaha), iyo dadka ku lugleh. La imow qoraaladaada qoran kulamada ee dugsiga ama degmada
- Tixgeli waxa canugaaga iyo dugsiga u baahanyihiin si ay u xaliyaan xaaladaan. Ka fakar:
 - Isbadelada u baahanayo inay dhacaan si looga wax qabto cimilada dugsiga ama dhaqanka si markaas dabeecadaan aysan ugu noqon canugaaga ama ardayda kale?
 - Taageeradee ayaa shaqaalaha iyo/ama ardayda kale u baahanyihiin si ay uga dhigaan dugsiga kuwa aad soo dhaweyn ugu leh qof walba?
 - Muxuu canugaaga u baahanyahay inaad dareentid badbaado iyo raaxada dugsiga? Ka fakar sida looga wax qabto ma ahan kaliya dhacdada shaqsiga, laakin sidoo kale cimilada dugsiga ama dhaqanka. Hal qalab wuxuu noqon karaa qorshaha badbaadada ee lagu habsanayo in dhibaateeyaha la eedeeyay ma ahaaneyso isla fasalka ama aaga.
- Edbinta shaqsiga ardayda laga yaabo inay ku haboonaato, laakin inta badan nooca falkaan ma dhamaaneyso jawiga cadowtinimada ama ka hortagaa dhibaateynta inay mar labaad dhacdo.

Ka eeg: Office of the Superintendent of Public Instruction, Equity and Civil Rights (June 30, 2016). *Complaints about Discrimination*:
<https://www.k12.wa.us/policy-funding/equity-and-civil-rights/complaints-about-discrimination>.

Talaabooyinka Xiga

Dabagalka kulanka xalinta rasmiga ee dugsiga ama degmada, qoysaska waxay tixgelin karaan buuxinta cabashada rasmiga ah:

DOOQYADA BUUXINTA CABASHOYINKA RASMIGA AH

Dugsiga Degmooyinka

- Waxaad si toos u xareyn kartaa cabashada dugsiga degmada dhinaca maamulaha dugsiga ama xiriiriyaha xaquuqaha rayidka degmada. Wixii warbixin dheeraad ah:

<https://www.k12.wa.us/policy-funding/equity-and-civil-rights>

Xafiiska Gobolka Washington ee Office of the Superintendent of Public Instruction (OSPI, Kormeeraha guud ee Xafiiska Waxbarashada Bulshada) Office of Equity & Civil Rights (Xafiiska Sinnaanta iyo Xaquuqaha Rayidka)

- Xafiiska OSPI ee Office of Equity & Civil Rights waxay tixgelinayaan cabashooyinka ku saabsan takoorida, dhibaateynta takoorka, iyo Dhibaateynta galmada markii dooqyada dugsiga degmada la dabagalo. Wixii warbixin dheeraad ah: <https://www.k12.wa.us/policy-funding/equity-and-civil-rights/complaints-about-discrimination>

U.S. Department of Education Office for Civil Rights (OCR, Waaxda Mareykanka ee Xafiiska Waxbarashada Xaquuqaha Rayidka)

- OCR ayaa fulliso xaquuqaha rayidka faderaalka ee ku mamnuuca takoorida barnaamijyada ama howlaha ee ku saleysan jinsiyada, midibka, asalka dhalashada, jinsiyada, curyaannimada, iyo da'da. Wixii warbixin dheeraad ah: <https://www2.ed.gov/about/offices/list/ocr/index.html>

Washington State Human Rights Commission (WSHRC, Guddiga Xaquuqaha Aadanaha Gobolka Washington)

- WSHRC ayaa fullineyso Washington Law Against Discrimination (Sharciga Washington ee Ka soo horjeedo Takoorida) (RCW 49.60), taas oo mamnuucdo takoorida shaqada oo meelaha hoyga bulshada, oo ay ku jiraan dugsiyada. Wixii warbixin dheeraad ah:

<https://www.hum.wa.gov/file-complaint>

U.S. Department of Justice (DOJ, Waaxda Mareykanka ee Cadaalada), Qeybta Fursadaha Waxbarashada

- DOJ ayaa fulliso sharciyada xaquuqaha rayidka faderaalka ee mamnuuca takoorida ku saleysan jinsiyada, midibka, asalka dhalashada, jinsiga, curyaannimada, iyo diinta ee dugsiyada bulshada.

Wixii warbixin dheeraad ah: <https://www.justice.gov/crt/educational-opportunities-section>

<u>Cabashooyinka oo Sharaxan:</u> Hay'ada iyo Sharciyada? Xeerarka La fulliyay	Cabashada Qoran Loo baahanyah ay?	Jadwalka Waqtiga ee Buuxinta Cabashada	Jadwalka Waqtiga ee Dhameystirka Baaritaanka/Go'aanka oo Hay'ada ah
Dugsiga Degmada Xeerka iyo nidaamyada takoor la'aanta. ³	Haa ⁴	Eeg xeerka; Aan ka dambeyn 1 sanno. 10 maalmood kaleendarka ah oo looga racfaan qaadanayo guddiga dugsiga (ama 30 maalmaha kaleendarka haddii aan waxjawaab ah ka imaan Kormeeraha guud)	30 maalmood gudahood ee kaleendarka cabashada: Jawaab qoran ee ka timid Kormeeraha guud. Haddii looga racfaan qaato guddiga dugsiga: Maqlida gudaha 20 maalmood kaleendarka iyo go'aamo qoran ee 10 maalmood kaleendarka oo ay la jiraan warbixinta lagu bixiyay dooqa racfaan qadashada ee OSPI.
OSPI – Equity & Civil Rights⁵ RCW 28A.642.010 WAC 392-190	Haa	20 maalmood gudahood ee kaleendarka <i>kadib helitaanka go'aanka guddiga dugsiga</i> , illaa ay ku kordhiyaan OSPI sabab wanaagsan	OSPI "waxay bilaabi kartaa baaritaanka"; Aan jirin jadwalka waqtiga gaar ah ee dhameystirka baaritaanka. Kadib baaritaanka, OSPI waxay sameyneysaa go'aan qoran.
Washington State Human Rights Commission (WSHRC)⁶ Washington Law Against Discrimination RCW 49.60	Haa	6 bilood gudahood ee taariiqda takoorida lagu eedeeyay	Kala xiriirka WSHRC wixii sharaxaado dheeraad ah ee ku saabsan nidaamka cabashada takoorida hoygooda bulshada.
U.S. Dept. of Education Office of Civil Rights (OCR)⁷ <ul style="list-style-type: none"> • Cinwaanka VI • Cinwaanka IX • Cinwaanka II: ADA • Qeybta 504: Xeerka Dhaqancelinta • Xeerka Takoorida Da'da 	Haa	Guud ahaan 180 maalmood gudahood ee kaleendarka ee takoorida lagu eedeeyay illaa waqtiga ay kordhiyaan OCR oo sabab wanaagsan ee muuqata	OCR ayaa ku baarto cabashooyinka "qaab waqtieysan" iyo iyaga ayaa cusbooneysiinayo cawdaha baaritaanka ku jiro. Gabagabada baaritaanka, OCR ayaa bixiso natiijooyinka qoran.
U.S. Department of Justice (DOJ)⁸ <ul style="list-style-type: none"> • Cinwaanka IV • Cinwaanka VI • Cinwaanka IX • ADA 	Haa	Maya	Ma jiraan xadidnaanta waqti gaar ah.

³ WAC 392-190 (Dugsiga degmooyinka waa inay soo saaraan oo fulliyaan cabashada iyo nidaamyada racfaanka si loo baaro oo loo xaliyo eedeeynta takoorida sharci la'aanta iyo dhibaateynta takoorida.)

⁴ Degmada waxay sidoo kale la qabsan kartaa nidaamka cabashada aan rasmiga ahayn laakin markii la isticmaalayo nidaamkaas cabashada, degmooyinka waa inay ogeysiyaan cawdaha xaquuqda lagu xareynayo cabasho rasmi ah. WAC 392-190-065.

⁵ <https://www.k12.wa.us/policy-funding/equity-and-civil-rights/civil-rights-guidelines-state-policy>

⁶ Human Rights Commission <https://www.hum.wa.gov/file-complaint>

⁷ <https://www2.ed.gov/about/offices/list/ocr/index.html>

⁸ Qeybta Fursadaha Waxbarashada <https://www.justice.gov/crt/educational-opportunities-section>;
<https://www.justice.gov/crt/educational-opportunities-section>

- | | | | |
|--|--|--|--|
| <ul style="list-style-type: none">• Qeybta 504: Rehabilitation Act (Xeerka Dhaqancelinta)• Equal Educational Opportunities Act (EEOA, Xeerka Fursadaha Waxbarashada Simman) | | | |
|--|--|--|--|